

SFDPH HEALTH COMMISSION

OCTOBER 5, 2021



HUMAN RESOURCES UPDATE

Luenna Kim, Chief Human Resources Officer

AGENDA

DPH Human Resources Team

Partnerships

Numbers

Priorities

Projects

HUMAN RESOURCES TEAMS

PAYROLL

ASSESSMENT,
CLASSIFICATION,
COMPENSATION

HIRING,
OPERATIONS

EEO/ADA/LEAVES

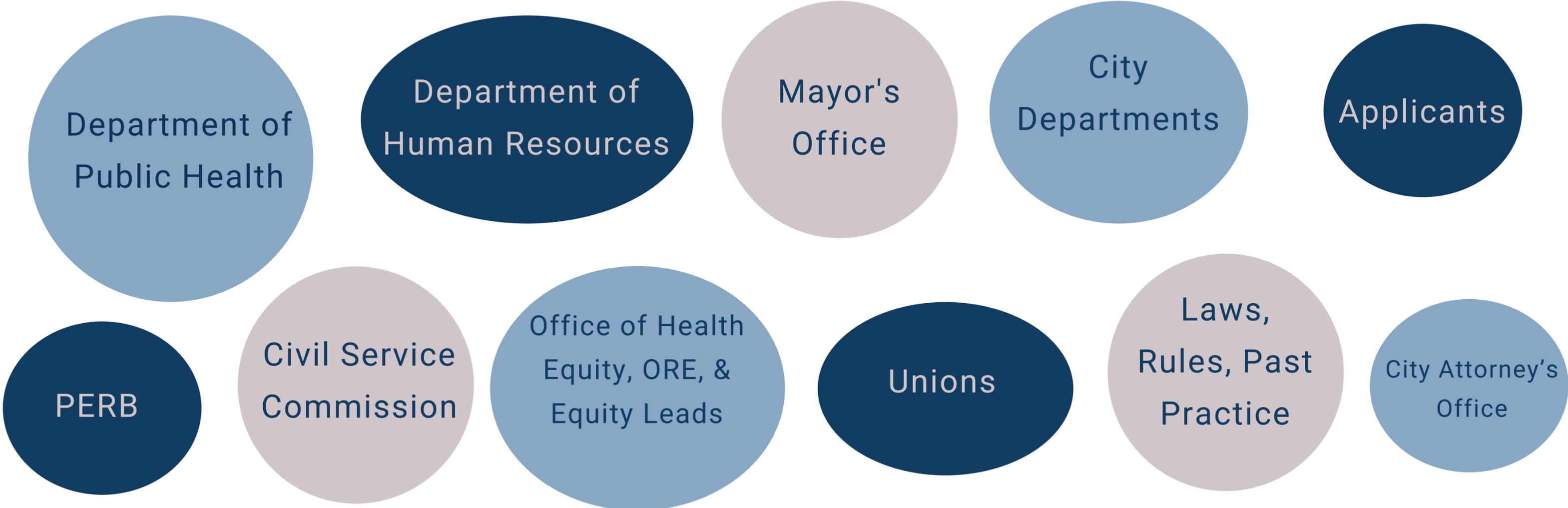
EXPERIENCE,
CULTURE,
WORKFORCE,
POLICY,
COMMUNICATION

HEALTH,
SAFETY

PEOPLE
DEVELOPMENT

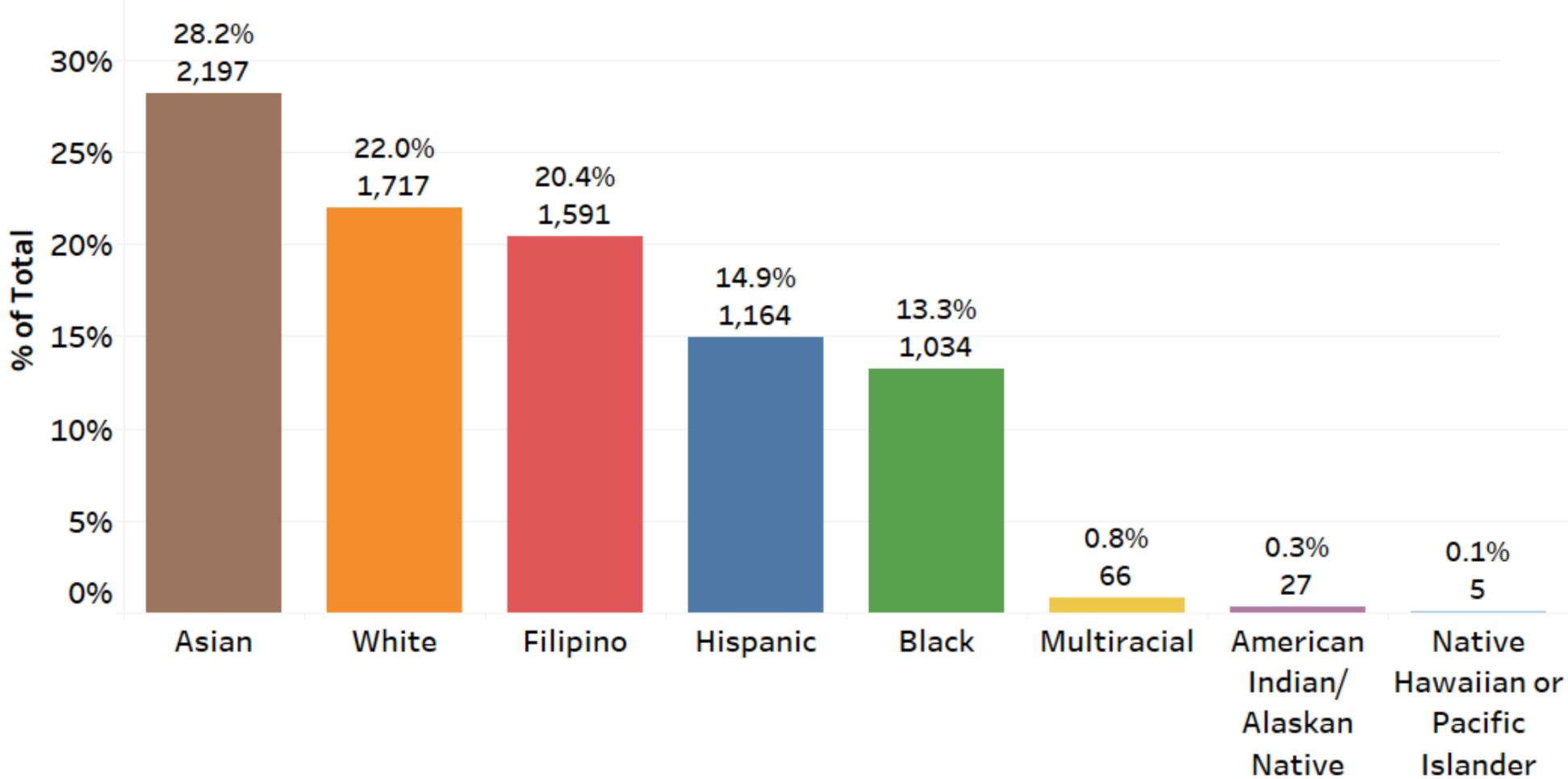
LABOR RELATIONS

PARTNERSHIPS



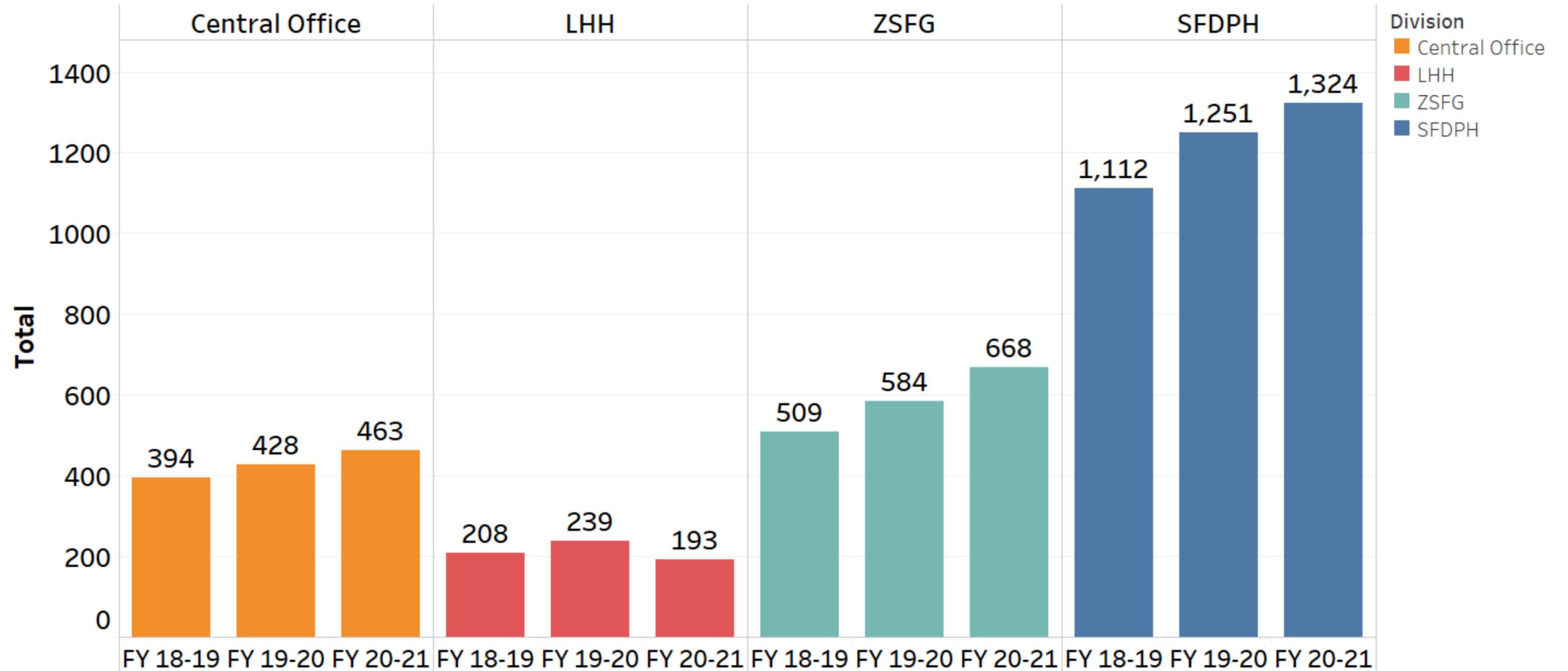
Total DPH Employees as of 9/29/21

Total Employees = 7801, as of 9/29/21



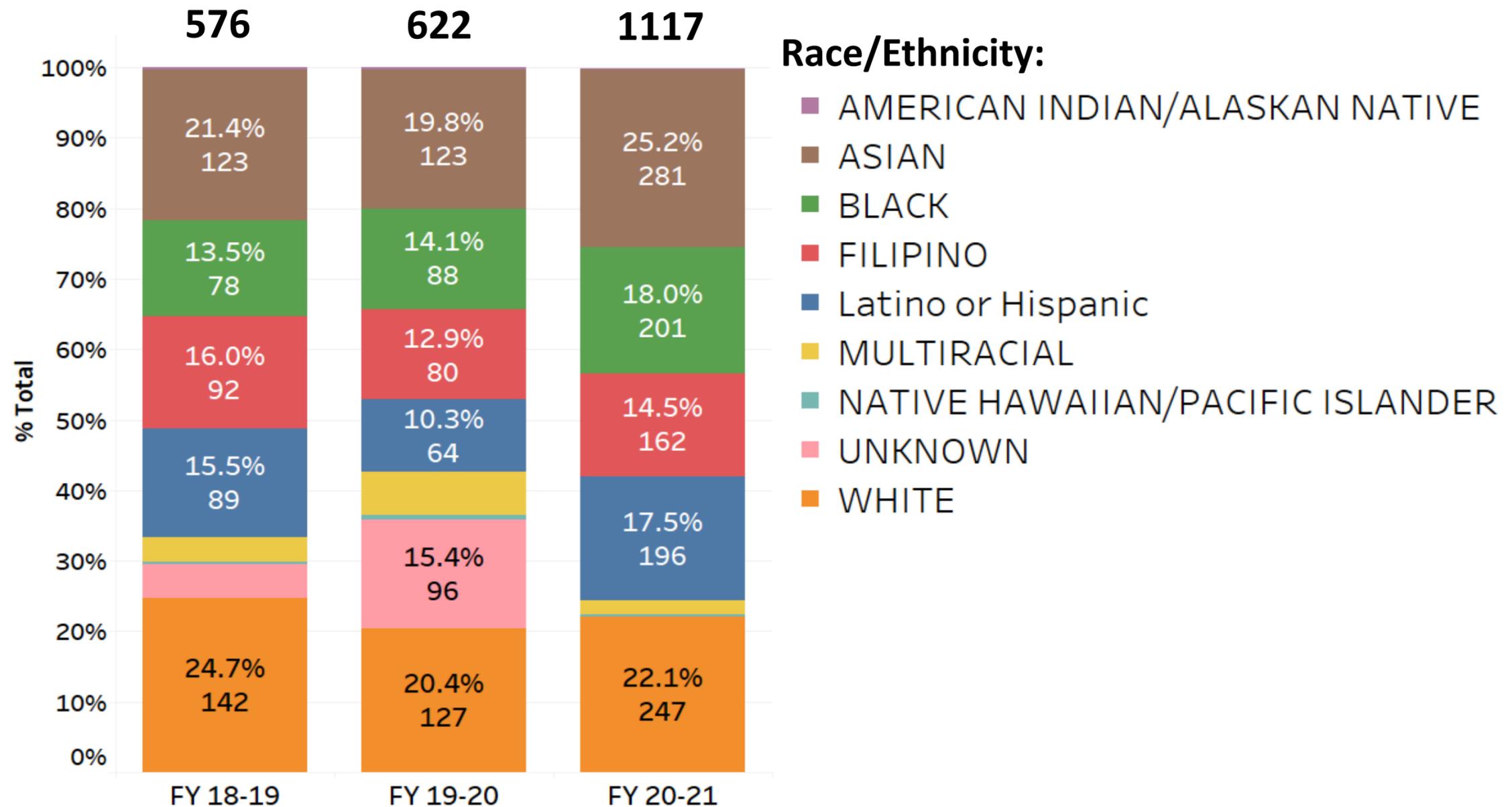
Total Appointments by HR Location

FY18-19 – 20-21



Total Hires by Race/Ethnicity

FY18-19 – 20-21



20/21 NUMBERS

EXAMINATIONS

17,605
Applications

77
Exams

257
Classifications

HIRING

1,117
New Hires

COVID Hires

LABOR RELATIONS

24
Labor/Management
Committee Meetings

17
Union Contracts

PAYROLL

\$931M
Salary

\$392M
Mandatory Fringe
Benefits

20/21 NUMBERS

TRAINING

700

Participants in 60+ sessions on 15+ topics

Respect in the Workplace workshops

CAREER COACHING

256

Staff received 1:1 coaching (BIPOC & TEX prioritized)

150

Staff participated in Career Advancement workshops

LAUNCHED

30-day Virtual New Employee Orientation Program

16 Metric on DEI Dashboard

OUTREACH AND COMMUNICATION

4,500

"Opens" Each Month HR Newsletter

100,000

Overall Visits to HR SharePoint Site

PRIORITIES

RECRUITMENT & HIRING

Speed
Efficiency
Confidence

CAREER PATHWAYS

Opportunities
Transparency
Fairness

DATA

Collect
Organize
Available

DEI/B - CULTURE

Respect
Inclusion
Consistent

PROJECTS

EXAMINATIONS

- Simplify Assessments
- Have Lists Available

HIRING

- Hire in a "Day"
- Trained Interviewers
- Hiring Guidelines

PATHWAYS

- SEIU Career Fair
- Apprenticeship Programs
- Career Ladders
- Leadership Fellowship

EQUITY

- Pay Guidelines
- REAP Deliverables
- Respect In Workplace
- Supervisor Academy

EXPERIENCE

- Bridge Gap between HR Functions
- Increase Employee Voice

QUESTIONS?